UNLV Lifelong Learning – Organizational Leadership Certificate

Current as of November 13, 2026

Program Description:

The Organizational Leadership Certificate empowers emerging and senior leaders to navigate complexity, drive innovation, and align teams around shared goals. Learners gain tools for systems thinking, change management, and strategic execution.

Program Requirements:

The Organizational Leadership Certificate equips emerging and senior leaders with the tools to navigate complexity, drive innovation, and align teams around shared goals. Learners build skills in systems thinking, change management, and strategic execution that apply across industry and public institutions. To earn the Organizational Leadership Certificate, learners must successfully complete nine required courses, including Foundational Instruction. Applied Learning Lab activities are highly recommended but not required. Microcredentials are earned concurrently with the certificate.

Required Classes

Strategic Leadership & Innovation

- (CP6260) Vision & Strategy Development
- (CP6263) Leading Innovation
- (CP6266) Systems Thinking

Organizational Culture & Change

- (CP6370) Building Culture & Engagement
- (CP6304) Change Management
- (CP6223) Performance & Engagement

Governance & Ethics

- (CP6182) Decision Making
- Corporate Governance
- Stakeholder Communication

Foundational Instruction:

The essential concepts and theoretical building blocks. Delivered in person, with remote access available via UNLVgo (Canvas) for flexibility.

Proficiency Lab:

Hands-on, practitioner-led application. This session is strictly in person to facilitate collaborative learning and skill-building.

Mastery Project:

Final assessment and demonstration of competency. Delivered either in person or online, depending on the specific course requirements.

Course Descriptions:

Strategic Leadership & Innovation

- Vision and Strategy Development: This course builds on the professional and personal experiences adult learners bring from their workplaces, education, and life roles. Participants explore how organizational visions are created, challenged, and shaped by internal and external forces. Adult learning principles are incorporated throughout, emphasizing relevance, autonomy, and reflection. Bloom's Taxonomy guides deeper cognitive engagement through analysis, evaluation, and creation. Learners develop the ability to articulate a future direction, justify it with evidence, and translate it into measurable strategic objectives.

- Leading Innovation: This course introduces participants to a practical, systems-based approach to leading innovation in complex, rapidly changing environments. Learners explore how human behavior, organizational structures, and external pressures shape innovation outcomes. Participants identify barriers, practice rapid-learning cycles, and use structured tools to evaluate and develop ideas.

- Systems Thinking: This course trains leaders to view organizations and public institutions not as collections of independent units, but as interconnected systems shaped by structure, incentives, culture, power, and feedback loops. Learners develop the ability to diagnose complex root causes of persistent challenges and to design interventions that account for unintended consequences and long-term system health.

Organizational Culture & Change

- Building Culture & Engagement: This course provides frameworks for assessing and actively shaping a healthy, high-performing organizational culture built on trust and psychological safety. Participants learn to implement strategies that measurably increase employee engagement and morale.

- Change Management: This course prepares leaders to guide their teams effectively through organizational change, transition, and uncertainty. Learners will explore change management fundamentals, develop communication plans to build buy-in, and learn strategies to foster adaptability and resilience. The curriculum is designed to build confident leaders who can maintain team morale and productivity during turbulent times.

- Performance & Engagement: This course prepares leaders to transition from reactive management to proactive coaching through combining neutral conflict facilitation with performance development. Participants will use objective behavioral descriptors to address performance gaps, minimizing defensiveness in employees in high stakes interactions. By usage of the GROW model and Skill vs. Will framework, managers can identify root causes and maintain accountability. ECHO Listening Intelligence and CliftonStrengths are used to maintain communicative neutrality in diverse workplace dynamics. Learners will be prepared to facilitate neutral resolutions and maintain rigorous documentation standards that bridge legal compliance with high-performance culture.

Governance & Ethics

- Decision Making: This course provides a sophisticated methodology for navigating the complexity of modern organizational life. Participants will master the mechanics of Weighted Criteria-Based Matrices and RACI ownership models to evaluate competing priorities with mathematical clarity. Simultaneously, the curriculum introduces formal ethical models like Utilitarianism and Deontology for evaluating

stakeholder impact. By applying these dual frameworks, leaders learn to mitigate anchoring and confirmation bias, ensuring that organizational trust is built through transparent Decision Logs and rationales are analytically and ethically defensible.

- Corporate Governance: This course provides an executive-level view of governance structure, focusing on legal compliance, fiduciary duties, and the relationship between the board and executive leadership. Participants analyze corporate policies and regulatory environments to ensure rigorous oversight.

- Stakeholder Communication: Learners develop strategic communication plans for engaging critical external and internal groups, including investors, regulators, community members, and employees. The course emphasizes transparency, crisis preparation, and building long-term trust through consistent messaging.